

#### **NORTH CAROLINA**

Department of Transportation



















## **NCDOT** Workforce Development

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# **NCDOT Priorities and Work Groups**

#### **Better Transportation Service for North Carolina**

Our Mission: Connecting people, products and places safely and efficiently with customer focus, accountability and environmental sensitivity to enhance the economy and vitality of North Carolina.

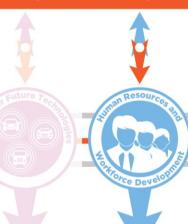
















- Scoping, Scheduling
- Project Davelopmen
- |V| Procurements
- Operations and Maintenance
- Revenue and Cash Model
- Executive Committee for
- Vision Zero
- ☑ Planning and Policy
  - Fund Imple
- and Analytics
- Rural Mobility and
- Mobility Modernization Fund implementation
  - Mobility Performance Data
- dels
- ✓ Roadside Appearance
- Pavements: Signals/ITS
- ▼ Transportation Facilities
- ✓ Transportation Facilities
- Budgeting and Performance Plan
- Future Revenue Options for Sustained Transportation
- Debt Capacity Instruments
- Unmanned Aerial Systems
- Connected and Automated Vehicle Policy
- Connected and Automated Vehicle Infrastructure and Data
- Industry Technology
  Advisory Group
- University Center for Transportation Innovation
- Decision Support and Operations Control Data, Integration, Infrastructure, and Analysis Systems

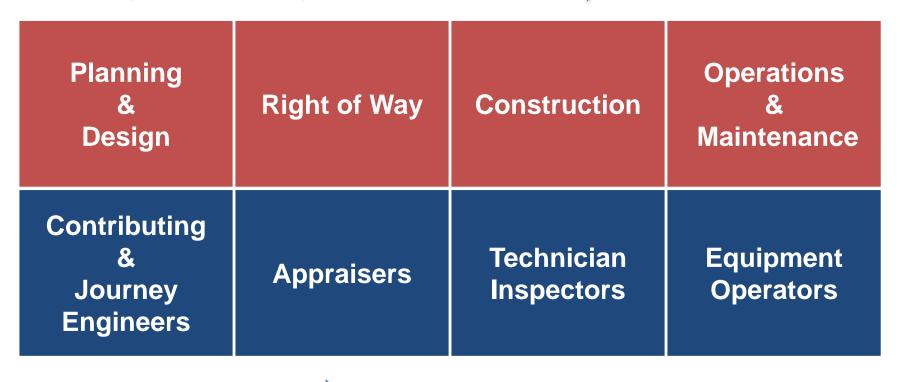
- ✓ Recruiting
- Small Business Development
- ✓ Benefits/Compensation
  Reform and Modernization
- Scholarships/Internships/ Apprenticeships
- Real Time Internal
  Performance Measure
- Real Time External
  Performance Measure
- ✓ External Communications and Outreach of DOT Services—Planning, Project Development, Construction, Operation, All Hazard Response, Transportation Permits, Vehicle and Driver Service
- Real Time Data Collection, Analysis, Storage, and Reporting Across all Modes, Units, Facilities and Operations to Obtain and Sustain Full Time Situational Awareness

#### **Overview**

- Gaps in Workforce
- Staffing Challenges
- Strategies for DOT
- Partnerships for Success

#### **Gaps in Workforce**

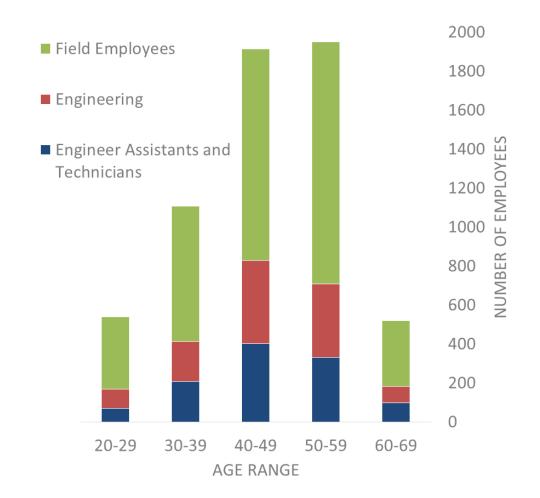
**Project Delivery Steps** 



Gaps

### **Staffing Challenges**

- Staff nearing retirement eligibility
- 20% vacancy rate
- Losing employees faster than filling positions
- Recruiting new employees

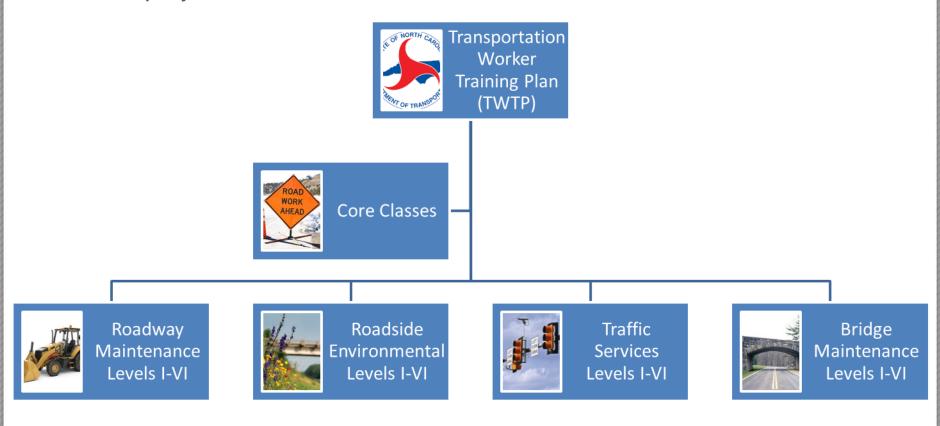


#### **DOT Strategies**

- Engineering Associate Program (decrease to 12 months – currently 18 months)
- Reinstitute Co-op Program
- Recruitment of Summer Interns
- Training Program for High School graduates
- Other Considerations
  - Early Job Offers / Tied to Internships and Co-op Program
  - Provide Opportunities to Further Education

#### **DOT Strategies**

Develop a core curriculum for equipment operators and others field employees:



#### Partnerships with Community Colleges

- Cape Fear, Wake Tech, Sandhills
- Certifications in construction materials testing
- CC includes NCDOT Certification classroom training in curriculum
- DOT provides equipment for field testing



#### **Partnerships with Universities**



- UNCC, NCA&T, NCSU, Clemson, Virginia Tech
- Local and regional alliances
- Provide students with opportunities in Division Offices
- Summer Interns, Co-ops, Engineering Associates

### Partnerships with Industry

Joint career fairs

- AGC / NCDOT Winter training workshops ongoing
- NCDOT / AGC / CC coordination of efforts





#### Partnerships with Middle & High Schools

Annual Model
Bridge Building
Competition

Sponsored by NCDOT, Carolina's AGC, ACECNC



# **Questions?**